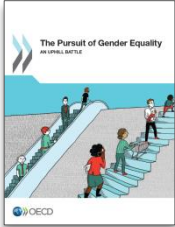


How does MEXICO compare?



The 2017 OECD report *The Pursuit of Gender Equality: An Uphill Battle* explores how gender inequalities persist in social and economic life around the world. Young women in OECD countries have more years of schooling than young men, on average, but women are still less likely to engage in paid work. Gaps widen with age, as motherhood typically has negative effects on women's pay and career advancement. Women are also less likely to be entrepreneurs, and are under-represented in private and public leadership. In the face of these challenges, this report assesses whether (and how) countries are closing gender gaps in education, employment, entrepreneurship, and public life. The report presents a range of statistics on gender gaps, reviews public policies targeting gender inequality, and offers key policy recommendations.

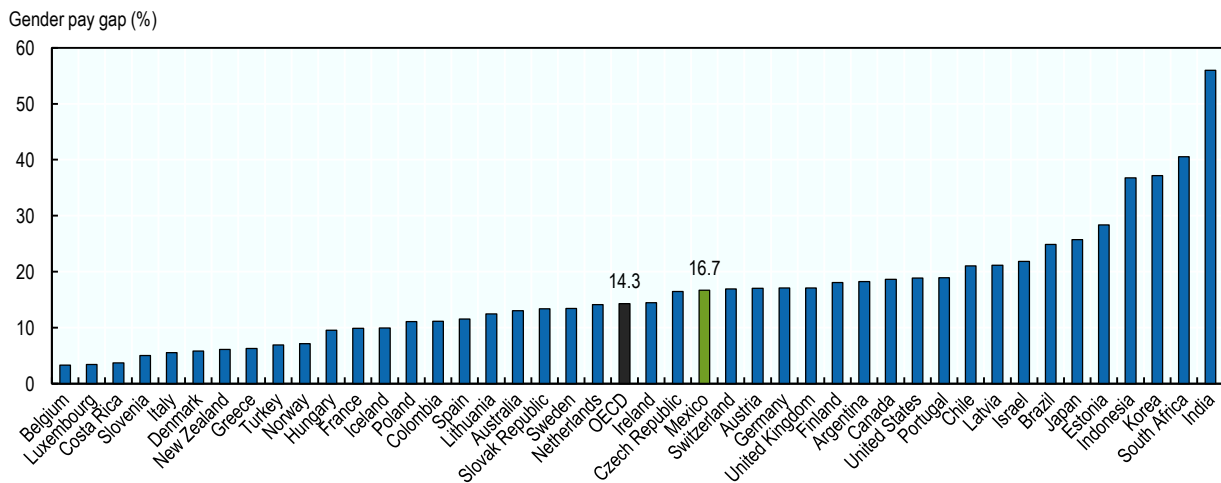
In recent years Mexico has enacted important policies aimed at empowering women, but the country still has a long way to go to reach gender equality. Although young Mexican women's educational attainment now matches men's (Chapter 8), Mexico continues to have one of the largest gender employment gaps in the OECD, with harmful consequences for economic growth. Among women who do work, many hold informal jobs with little social protection, high insecurity, and low pay.

Many factors drive Mexican women's outcomes. Gender stereotypes and discrimination continue to restrict women's choices, and women perform over 75% of all unpaid housework and childcare (Chapter 15). These unpaid hours limit the time women can spend in paid work, while a culture of long paid work hours makes it hard for both mothers and fathers to combine paid work with family life.

Women also continue to encounter high rates of violence at home and in public, and access to justice remains uneven.

Yet Mexico is taking steps in the right direction. Mexico now has a high number of women in Congress, in part due to quotas in the electoral process (Chapter 14). Mexico has made good progress in educational programmes, as well: universal pre-school enrolment is nearly achieved, scholarships are keeping more girls in upper-secondary school, and university enrolment rates are now similar for men and women. Investments in *estancias infantiles* have helped give working mothers more childcare options – a key tool for improving female labour force participation. And the Mexican Ministry of Education is prioritizing getting more girls and young women to study in science, technology, engineering, and mathematics (STEM), as evidenced by the *NiñaSTEM Pueden* Initiative, which recently launched with the support of the OECD.

Gender pay gap, 2015 or latest available year



Notes: Gender gap in median earnings for full-time employees. The gender gap is defined as the difference between male and female median monthly earnings divided by male median monthly earnings for full-time employees. See [Figure 1.3](#)

Summary indicators of gender equality

| | Female share (%) of Bachelor's graduates | Female share (%) of Bachelor's graduates in STEM | Gender gap (p.p.) in the labour force participation rate | Female share (%) of managers | Gender pay gap (median earnings, full-time employees, %) | Gender gap (p.p.) in the share of workers who are employers | Female share (%) of seats in parliament |
|------------------|--|--|--|------------------------------|--|---|---|
| Mexico | 53.4 | 32.3 | 35.1 | 34.3 | 16.7 | 3.0 | 42.4 |
| OECD average | 58.2 | 31.1 | 12.2 | 31.2 | 14.3 | 3.3 | 28.7 |
| Top performer | 69.1 (SWE) | 41.4 (POL) | 3.0 (FIN) | 44.3 (LVA) | 3.3 (BEL) | 1.7 (NOR) | 47.6 (ISL) |
| Bottom performer | 45.4 (JPN) | 15.4 (JPN) | 42.0 (TUR) | 10.5 (KOR) | 37.2 (KOR) | 4.6 (ISR) | 9.5 (JPN) |

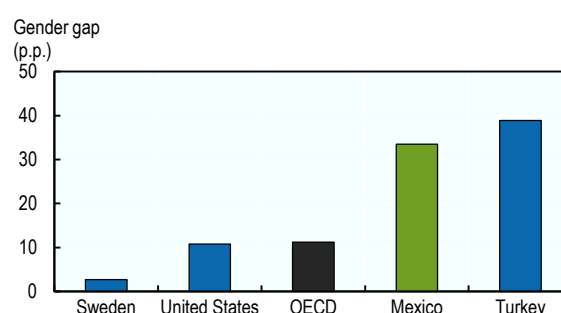
Notes: BEL = Belgium, FIN = Finland, ISL = Iceland, ISR = Israel, JPN = Japan, KOR = Korea, LVA = Latvia, NOR = Norway, POL = Poland, SWE = Sweden, TUR = Turkey

In a survey carried out for *The Pursuit of Gender Equality*, governments identified the three most important gender inequality issues in their country as violence against women, the gender wage gap, and the unequal sharing of unpaid work. Many OECD countries are now prioritizing these issues in policy, and many are also pushing to get more women into public and private sector leadership.

Low employment rates for Mexican women

Only 44.9% of working-age Mexican women are employed. This is the third lowest female employment rate in the OECD, after Turkey (28.7%) and Greece (41.7%), and well below the OECD average of 60.1% of women. Mexican men, in contrast, have relatively high employment rates (78.5% of men are employed), leading to one of the largest gender gaps in employment in the OECD (Chapter 11). Gender gaps tend to widen around the family formation years, and motherhood has negative effects on women's labour force participation, pay, and advancement. This is especially true when the supply of good-quality public childcare does not meet demand, as is the case in Mexico.

Gender employment gap, 2016

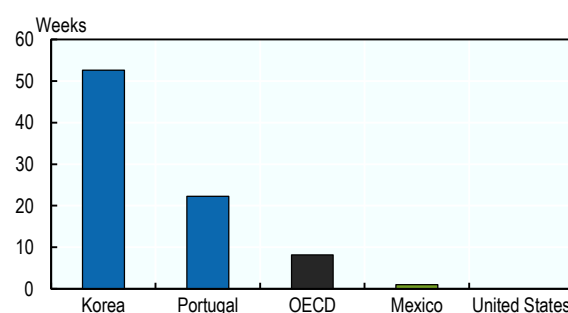


Notes: Male minus female difference in employment rates for 15-64 year-olds. See [Figure 11.1](#)

Paternity leave key for promoting equal caregiving

When children are born, fathers' leave-taking (as part of paternity or shared parental leave) is important for ensuring that both mothers and fathers take an equal stake in caregiving (Chapter 16). Studies show that equal parenting behaviours around childbirth tend to continue even as children age. Fathers' participation in caregiving is also crucial for ensuring that mothers can remain and advance in paid work. Mexico recently took the important step of introducing paternity leave, but the allotted leave period of five days is very short in comparison to other OECD countries offering paternity leave. Mexico's set-up of having employers (rather than the government) pay for paternity leave may also discourage fathers from taking leave.

Fathers-only paid leave, 2016

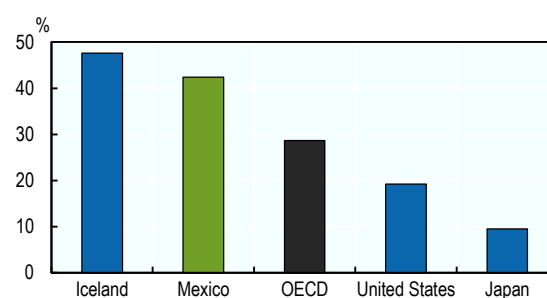


Notes: Data refer to paid paternity leave and fathers-only paid parental leave. See [Figure 16.1](#).

Mexico moves towards gender equality in politics

Mexico is a global leader in women in politics (Chapter 14). 42% of the members of the Chamber of Deputies in Mexico are women, compared to an OECD average of 28% for lower houses of national legislatures. Mexico's rate is the third-highest in the OECD. A major driver of the high number of Mexican Congresswomen was the implementation of progressively stricter quotas over time requiring the equal representation of women and men on candidate lists in elections. Quotas not only help to ensure that women's voices are heard in decision-making, but they are also symbolically important in enabling citizens to see many more women in political office. This helps to generate a shift in traditional gender roles.

Women in Congress, 2016



Notes: Female share (%) of seats in parliaments, lower-house or single-chamber, 1st December 2016. See [Figure 1.8](#).